

DWS Assists Hundreds After Layoffs

THE PRICE AND CASTLE DALE offices of the Department of Workforce Services (DWS) swung into full action following an August closure of a mine near Helper and ongoing major layoffs in a second mine near Castle Dale. The closure and layoffs affected nearly 400 workers and created rippling effects throughout the local economies.

Most of the affected workers are coal miners and mining subcontractors. As soon as news of the impending closure and lay-

offs was made public, the local Workforce Services offices offered to provide workshops on unemployment benefits, searching for new jobs, preparing a resume, job interviewing, skills training programs—many at no cost for the workers—and relocation assistance. Additionally, skills and aptitude testing were provided to interested workers.

The workshops have been provided, and over 250 of the unemployed workers have taken advantage of the services offered by the Price and Castle Dale Employment Centers. Many workers have elected to enroll in training programs, such as CDL training, heavy equipment

More than 250 of 400 dislocated workers took advantage of services offered by DWS



State of Utah
Department of
Workforce Services
Robert C. Gross
Executive Director

Eastern Region
Judy Chambley, Regional Director
1680 West Highway 40, Suite 203B
Vernal, Utah 84078
(435) 789-7597
(435) 789-7525 Fax

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operation, computer skills, and other technology-related courses.

"Many of these workers had been in the mines for 20-25 years, and were not interested in relocating," said Kelly Law, a specialist who works with dislocated workers in the DWS Price Employment Center. "Because there are many truck driving positions available, we were able to put several workers through the CDL program, and they are now employed again. For those who wanted to continue work in the mines, we assisted in their job search by paying travel costs for interviews, and assisting in relocation when jobs were attained. Many of these workers found employment in mines in Colorado and Nevada."

The effort to retrain and re-employ workers will continue through next year, as additional layoffs are projected for a mine located in Emery County.

Employers share positive experiences with DWS:

"I have benefited from your assistance many, many times. You assisted us with job fairs and allowed us to use your facility for extensive pre-employment training...I also attend your seminars and workshops to help me better serve my employees. Your services have proved to be very valuable."

*Sarah Gloyn, HR Manager
Select Comfort*

"A sincere note of thanks...Together we have forged several important alliances that I believe are making a real difference in the lives of people in our region."

*Royanne Boyer, Dean, School
of Advanced Technology, UVSC*

"We appreciate the courteous and professional manner in which you undertook your audit examination, and we commend you for your promptness in reporting your findings and conclusions to us...we wish you well in your professional work."

*Lennis M. Knighton
Knighton, L.L.C.*

"I recently had the occasion to call your office regarding a visa issue...I had been on hold with the INS for 45 minutes prior to this call and was exasperated by the reception I received...in the 20 minutes of dealing with your office and the office in Denver, I found out more useful information...we were very impressed with the service."

*Tiffany George
Western River Expeditions, Inc.*

it's only a
myth...

Myth #6:

No one shows up to Workforce Services Job Fairs with the low unemployment rates.

Reality:

Job fairs are one of the most popular services provided to employers and job seekers. Job fairs are held frequently and usually have an attendance from 400 to 2000 applicants, depending on the area. An average job fair will match hundreds of qualified applicants with employers at no charge to the applicant or the employer. It is a quick and easy way for employers to have on-the-spot interviews with hundreds of applicants within 3 to 4 hours. Workforce Services does all the work and attendees reap all the benefits. Job fairs have been an outstanding success in all areas of Utah.

Pre-Employment Testing Improved *Tests are geared to meet needs of employers*

We are pleased to announce improvements to our pre-employment testing program that will help you in your hiring decisions.

We can now test for proficiency in standard software packages such as Microsoft Excel, Word, Powerpoint, WordPerfect, Lotus 1-2-3, and Access. Recently, we also adopted the use of the QWIZ Clerical Skills tests for type and ten-key testing. The QWIZ testing package also tests skills in data entry (both alpha-numeric, and numeric), transcription, shorthand and speedwriting.

Additionally, QWIZ has learned that "Net" typing scores are unrelated to actual on-the-job clerical performance. Net typing scores are computed by subtracting the total errors from gross words per minute (net=GWPM-total errors). Because of features such as "spell check," the influence of

errors on typing performance has become more dependent on particular jobs. Thus, we can no longer legally provide Net scores, nor make referrals based on them; but instead will provide number of errors, error rates, and gross words per minute (however, you may use the simple formula described above). If you would like us to make referrals based on type test scores, we will need suggested cutoffs for both error rates and gross words per minute. For example you may say, "I need applicants who can type at least 40 gross words per minute with no more than 5 percent errors."

Litigation involving cutoff scores has increased, so if you do use cutoff scores, establish them based on realistic performance levels of current incumbents. If you have questions, call Brian Young at (801) 526-4358.

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Reimbursements Help Dislocated Worker

DWS can assist dislocated workers with their job search by paying travel costs and assisting in relocation.

Sheldon Anderson, a Willow Creek miner who lost his job when the mine closed in August, was able to find a new full-time position at Pacific States Pipe in Provo with the help of Workforce Services. DWS reimbursed him for travel costs he incurred going out of town for interviews.

"The [DWS] services were really good," Anderson said. "Reimbursement for mileage made it feasible to obtain employment out of the area."

Visit our website at: www.dws.state.ut.us